

THE RIPPLE EFFECT

How everyday leadership builds stronger children, families,
workplaces, and communities

YOU SHAPE WHAT COMES NEXT

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**We tend to believe leadership
belongs somewhere else.**



WE PICTURE

Legislators

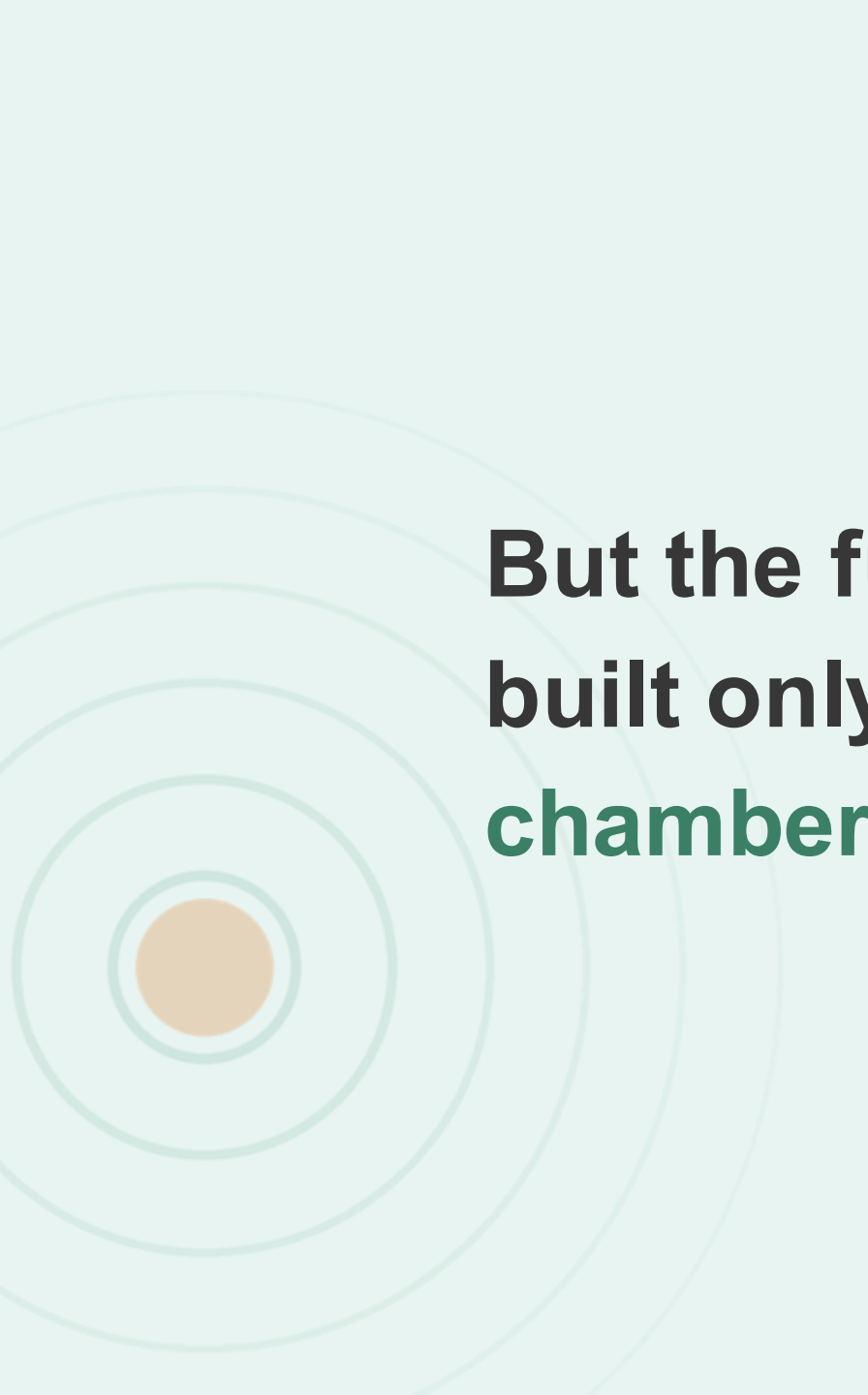
CEOs

**Executive
Directors**

**Agency
leaders**

**Business
Owners**

And we assume they're the people shaping the future.



**But the future of childcare isn't being
built only in boardrooms or legislative
chambers.**

IT'S BEING BUILT IN

Classrooms

Parking lots

Family conversations

Hiring decisions

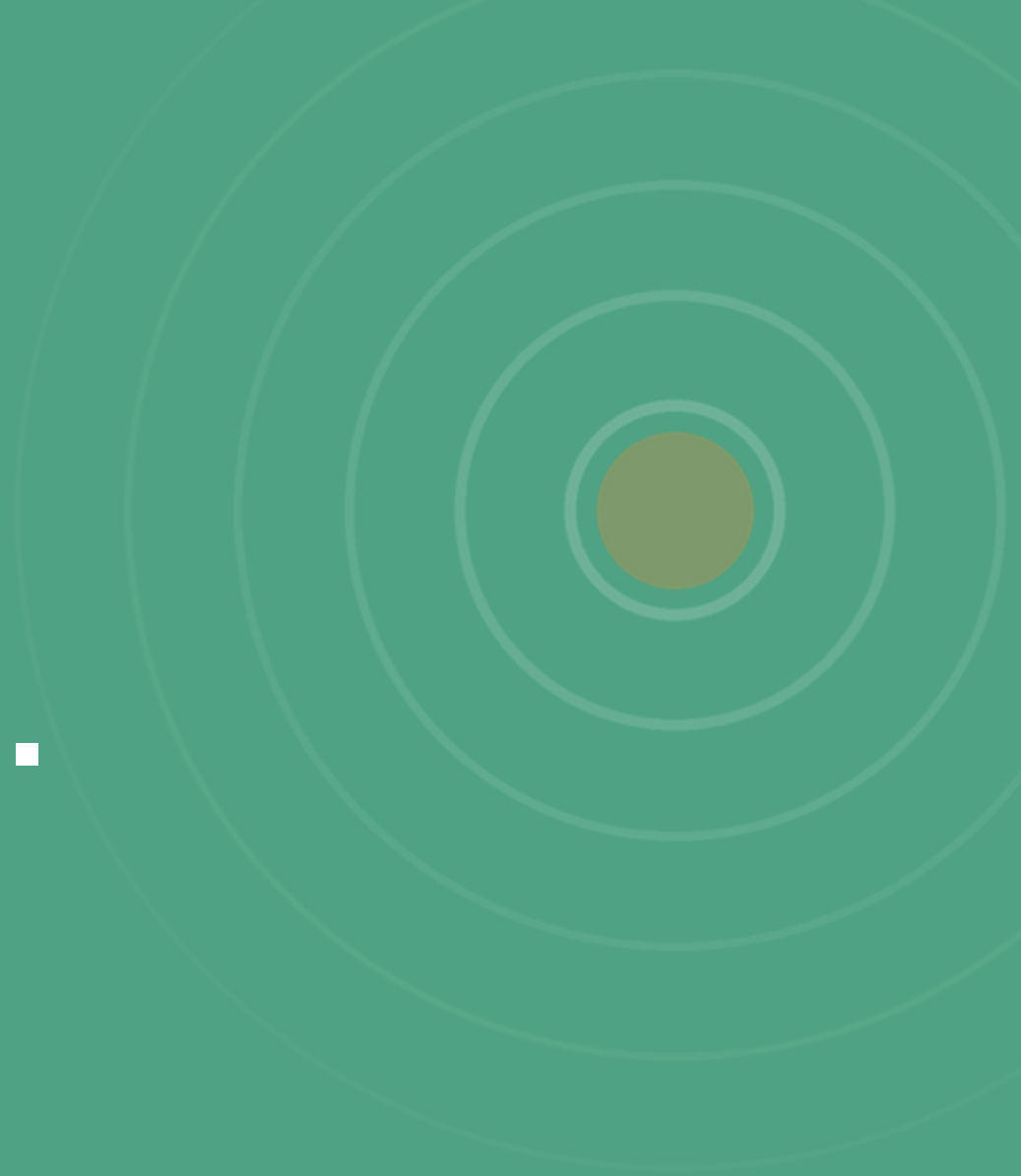
Licensing visits

Community partnerships

**Thousands of everyday
interactions across Montana**

Every one of these interactions has an impact on how opinions are formed & how decisions are made.

That's leadership.



01

The extraordinary ripple effect that quality childcare creates.

02

The role every one of us plays in strengthening that system.

03

That leadership isn't about more authority. It's about more influence.

TWO DEFINITIONS

What do we mean by leadership?

TRADITIONAL LEADERSHIP

Titles
Authority
Power
Position
Management
Permission

EVERYDAY LEADERSHIP

Influence

Trust

Relationships

Curiosity

Courage

Conversations

Showing up

Consistency

Advocacy

Professionalism

Anchoring in your areas of **influence is
a form of self-empowerment.**

**It's the reminder we all need of where
we can make an **impact**.**



INDIVIDUAL REFLECTION

**Take a moment to think about your current role in child care.
Where have you been underestimating your own influence?**

**Capture thoughts on the left side
of your worksheet.**

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K. LUM CONSULTING

PART 1 · REFLECT



You are part of the ripple effect — your leadership matters.

Where have you been underestimating your own influence or leadership?

PART 2 · DISCUSS

Map the Ripple

Starting with one child receiving high-quality care, map as many ripple effects as your group can identify. Keep asking, “then what becomes possible?” until you’ve exhausted all outcomes. Go wide before you go deep.

↑ CLOSEST TO THE CHILD

1.

7.

2.

8.

3.

9.

4.

10.

5.

11.

6.

12.

↓ FURTHEST RIPPLE YOU CAN FIND

ACTIVITY

Find someone in a different role

10 MINUTES

1

Find someone who is not at your table and works in a different role than you.

2

Take one minute each to share the role you play in childcare.

3

Share where you've been underestimating your own influence/leadership, and what you could do to use it more.

4

Bonus discussion: What do you wish more people understood about your role?

Different role. Different table. Different perspective.

**Just a few minutes to
consider your role in the ecosystem
and the impact you can make.**

**This is how you tap into
your next-level leadership.**



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GROUP ACTIVITY

Map the ripple

12 MINUTES

Starting with one child receiving high-quality care, brainstorm as many ripple effects as your group can discover.

Keep asking: "Then what becomes possible?"



One sheet per group. Go wide before you go deep.

GROUP ACTIVITY

Map the ripple

Count off at your table.

Each person remember your number.

You will soon form a new group.

1's STAY at their table

2's move ONE table clockwise

3's move TWO tables clockwise

4's move THREE tables clockwise

5's move FOUR tables clockwise

6's move FIVE tables clockwise



LET'S HEAR IT

1

Read us the one that's furthest from the center.

2

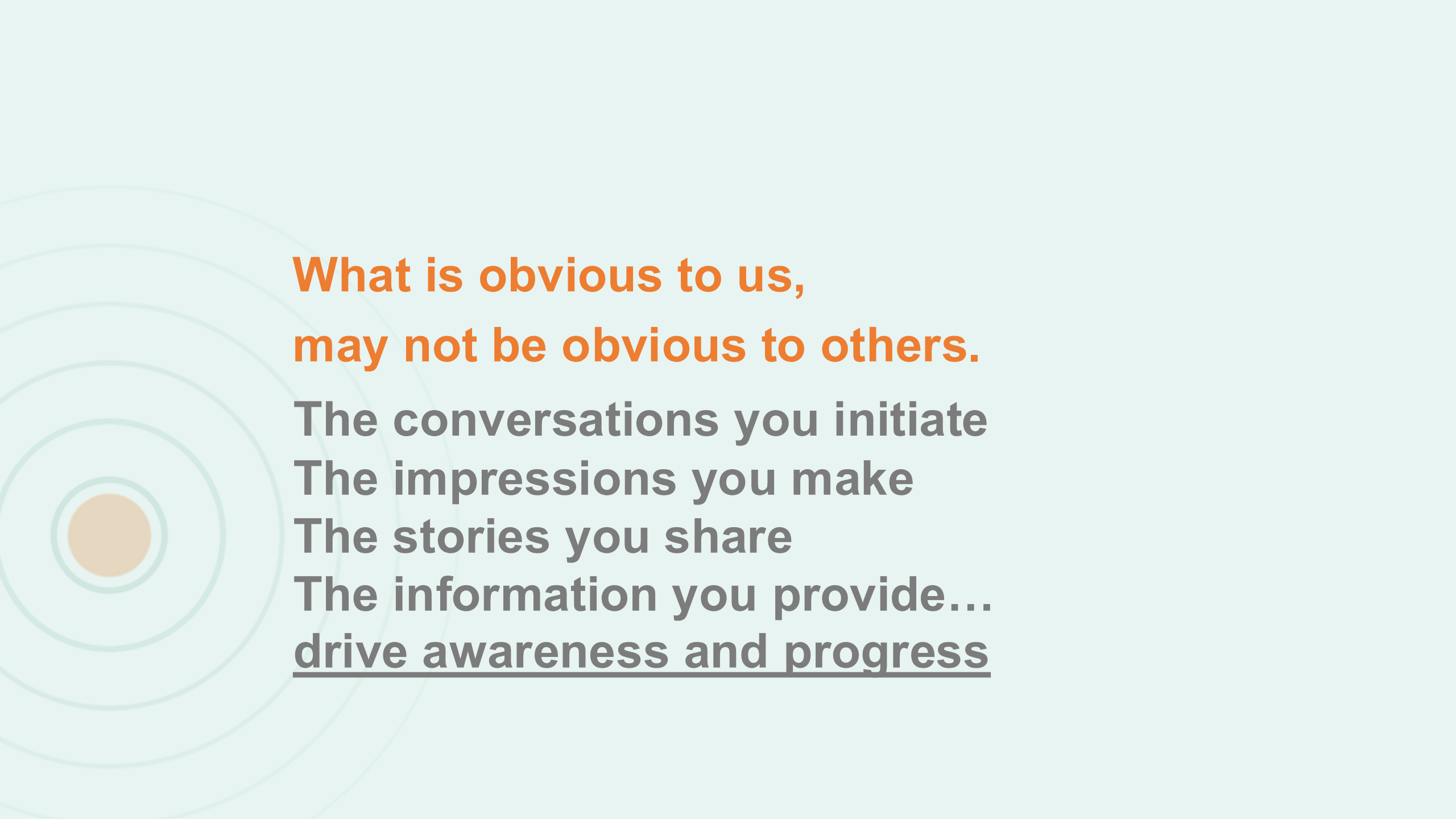
Who ended up on your map who isn't in this room?

3

Find yourself on another group's map. Where are you?

A graphic on the left side of the slide consisting of several concentric circles. The innermost circle is a solid orange color, and the subsequent circles are thin, light green lines that expand outwards from the center.

Ripple effects don't happen by accident.
They happen because purpose-driven people
choose to show up every single day.



**What is obvious to us,
may not be obvious to others.**

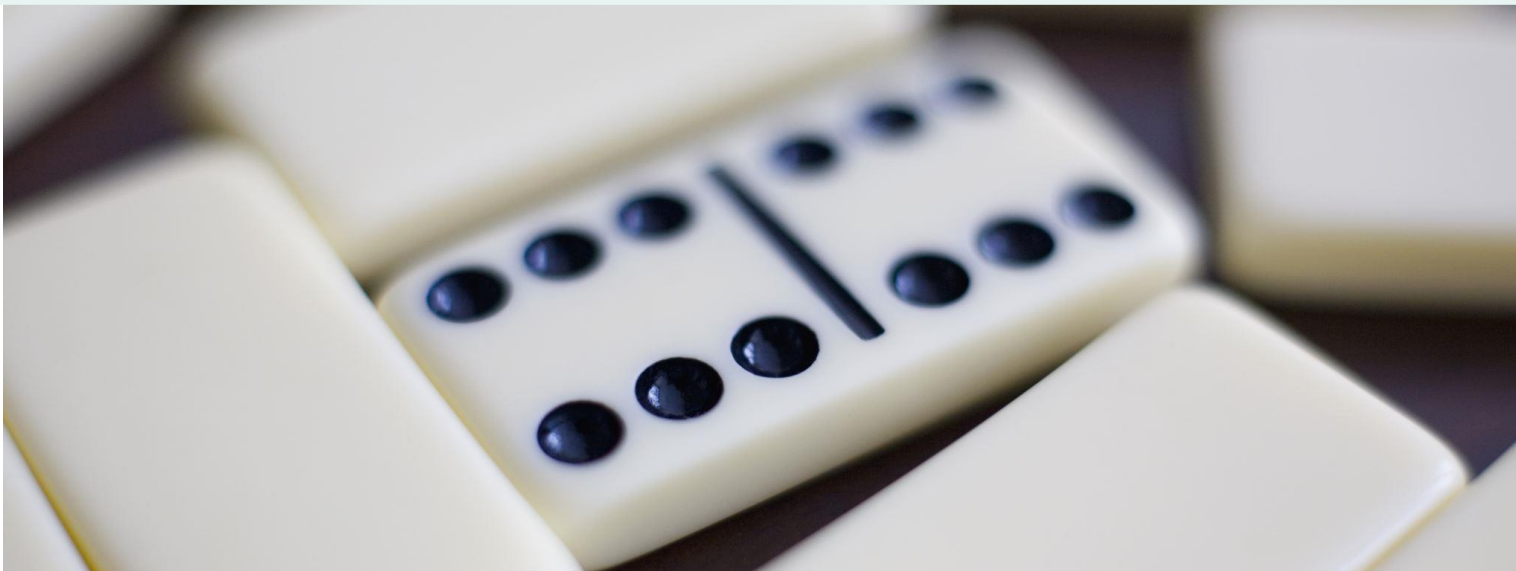
**The conversations you initiate
The impressions you make
The stories you share
The information you provide...
drive awareness and progress**

CLOSING ACTIVITY

Pick up a domino

Think of one conversation... one decision... one relationship... one child... one family... one action... where you want to create a ripple this year.

Write a word or phrase on your domino that will remind you of the action you want to take.



TAKE IT HOME

Put it where you'll see it.

On your desk

In your pocket

**Where you drink
your coffee**

THIS IS HOW COMMUNITIES GET STRONGER

Every child welcomed.

Every family supported.

Every coworker encouraged.

Every business that chooses to invest.

Every advocate who speaks up.

**Every person who helps someone else
understand why childcare matters.**

You shape what comes next.

That's how Montana grows stronger.
And that's leadership.

Thank you for the work you do, for the influence you have, and for the ripple you keep creating.

One person. One action. Multiple ripples.



www.klumconsulting.com

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